

Welcome Payment Terms

The payments should be made on commencement of employment, with the following payback conditions designed to commit the member of staff to stay with the Council for a minimum of 3 years:

If the postholder leaves the Council or moves to an alternative position within the Council within one year of appointment = 100% of the Welcome Payment has to be repaid;

If the postholder leaves the Council or moves to an alternative position within the Council between 1 and 2 years of appointment = 50% of the Welcome Payment has to be repaid;

If the postholder leaves the Council or moves to an alternative position within the Council between 2 and 3 years of appointment = 25% of the Welcome Payment has to be repaid;

If the postholder leaves the Council after more than 3 years in post – there is no repayment required.